

Equality Impact Assessment Results

Name of Policy	PD 487 Use of Force Recording
Description and explanation of the proposed policy, putting it in its wider policy and legislative context	<p>The aim of this procedure is to give guidance on when officers who as a result of their duties have had to use force and in the case of CS Spray and baton have been forced to draw the weapon and threaten to use it.</p> <p>The document discusses the use of force and the legal justification for its use. The purpose of the procedure is to clearly illustrate the circumstances when a use of force form should be submitted.</p>
Brief explanation of how the policy was assessed for its likely effects on different racial groups with clear references to the information and research used as a benchmark.	<p>The procedure is explicit in identifying who should receive training in the use of force database. It identifies Police officers, members of the Special Constabulary and occasions where Detention Officers should submit a report.</p> <p>The Procedure does not discuss any tactics to be used; its sole purpose is to identify a procedure for recording the use of force.</p> <p>The Conflict Resolution Model is also quoted which is the National Model for use of force. This means that subject to the demeanour or conduct of any individual an officers may in the course of there duties and if the circumstances permit use as much force as is necessary to protect themselves, a colleague, a member of the public from a possible assault of any manner.</p> <p>This procedure is a very generic procedure outlining the circumstances where employees of Nottinghamshire Police should record that they have used force. The Officer safety database does contain information on the ethnicity of person force is used upon, but no other information is gathered. However, this data covers all aspects of force used from Unarmed Tactics to baton, handcuffs and CS spray. Enquiries with Professional Standards reveals that the total number of complaints is recorded however, it is not currently recorded for the below categories.</p> <p>The full numbers of arrests made by Nottinghamshire Police Officers for 2004 was 45,385 and 2005 was 48,564, and were then compared with the number of use of force form submissions, which for 2004 was 1371 and in 2005 was 1605. When the use of force data is analysed and compared with the number of arrests for each year, it shows that force was used in 3% and 3.3% of all arrests</p>

	<p>made in each respective year. When all ethnic categories other than IC1, are totalled together for each year, use of force forms were submitted in 0.58% and 0.68% of total arrests for each year (all categories other than IC1)</p>
<p>Brief description of the consultation methods used, and a summary of the overall findings</p>	<p>Members of the officer safety Group (OSG) are consulted on Officer Safety Policies. The group is a formal group set up to over see the safety of officers and Police staff. As such the Officer Safety Group consists of Police Officers, Police Federation representatives, UNISON, Occ Health ad Superintendents Association.</p> <p>This procedure undergoes regular updates through the OSG members and is consulted on by members and representatives of the relevant staff associations. As newer policies are revised these have also been e-mailed to BPA. No feedback was received.</p>
<p>Summary of the different views expressed.</p>	<p>'The above procedures all appear to be aimed at carefully considered use of techniques and equipment when dealing with uncooperative subjects.</p> <p>The safety of both officers and subject are given appropriate weighting.</p> <p>No real potential for bias against homosexual subjects is apparent, if the graded approach suggested by the procedure is followed.. It may be worth remembering that a "transwoman" may be stronger than initial appearances might suggest...!'</p> <p>'The third point deals with the information sheet given to those sprayed with CS incapacitant.</p> <p>Is this document produced in other languages to give those who have little or no understanding of English?</p> <p>Although highly improbable, it would be possible for a person with a learning disability to be sprayed directly or indirectly by CS. Could a simplified information sheet in 'easy read' format be produced for the benefit of these people?'</p> <p>'Procedure on Handcuffs AppendixQ: Page 9 In the 1970s Common Law (Breach of the Peace) was used in some parts of th UK when some police officers observed gay men kissing. I assume that in today's application of that offence the behaviour that I describe would be a "dead letter".</p>

	<p>Procedure on limb restraints Appendix A: Medical implications Very clearly written. It is obviously important that everyone is aware of these conditions, particularly when the practice of spiking drinks with a variety of drugs seems to be on the increase in gay clubs and may result in the victim exhibiting a typical behaviour.</p> <p>Procedure on use of unarmed tactics Nothing to comment</p> <p>Procedure on Use of batons Nothing to comment</p> <p>Procedure on CS spray Nothing to comment'</p>
<p>The conclusions reached through the assessment and consultation as to the likely effects of the proposed policy on meeting each part of the race equality duty.</p>	<p>This Impact assessment cannot with information currently gathered demonstrate that any person is disadvantaged in any respect by the force adopting this procedure. It complies with ACPO guidance Conflict Management, which is a benchmarking document. This procedure is considered as a result of the impact assessment to be LOW RISK by the author and the Officer Safety Group</p>
<p>Any modifications of the policy introduced as a result of the assessment and consultation, or alternative or additional measures.</p>	<p>None (Not applicable)</p>
<p>An explanation of whether and how the adopted policy differs from the original proposal</p>	<p>None (Not applicable)</p>
<p>A statement of the plans for monitoring the policy when it is put into effect</p>	<p>Continued monitoring by OSG</p>
<p>Please provide a statement of what you plan to do next</p>	<p>The procedure is updated and refreshed regularly, the aim is to update every 12 months although this is not always practicable.</p>